

### ABSTRACT OF THE DISCLOSURE

The present invention involves an analytical method of providing human capital management in an organization which includes a plurality of individuals. The method involves the steps of: providing individual capability tests each having a plurality of questions; obtaining responses to the questions from the individual to be evaluated; and cross-referencing the questions according to a predetermined criteria to create a comprehensive individual capability evaluation. The cross-referencing step includes creating one or more hallmark analysis within the comprehensive individual capability evaluation, each hallmark analysis relating to a specific quality of the individual. The predetermined criteria relates to one of the set of personality attributes including: Integrity, Continuous Learning, Speed/Initiative, Energized Team-building, Quality/Customer Oriented, Extraordinary Results, Effective Communication, Financial Literacy, Strategic Focus, and Emotional Maturity. The method further comprises the step of creating an individual action plan containing a listing of transformational activities for enabling the individual to improve identified areas on the comprehensive individual capability evaluation.